

HOUSE BILL 1904

By Windle

AN ACT to amend Tennessee Code Annotated, Title 50
and Title 58, relative to Veterans Day.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 50, Chapter 1, Part 3, is amended by
adding the following language as a new section:

(a) As used in this section:

(1) "Armed forces of the United States" means the army, navy, air force,
marine corps, coast guard, merchant marine, environmental science services
administration, and public health service of the United States; and

(2) "Veteran" means any person who served in the armed forces of the
United States and has been discharged, or who is a member of the Tennessee
guard.

(b) An employer is encouraged to provide each employee who is a veteran with
paid or unpaid time off for Veterans Day, November 11, if the employee would otherwise
be required to work on that day, unless providing time off would impact public health or
safety or would cause the employer to experience significant economic or operational
disruption.

(c) If an employer authorizes employees who are veterans to take time off
pursuant to subsection (b), an employee may request time off on Veterans Day by
providing the employer with a written request not less than thirty (30) days before
Veterans Day. The employee shall include with the request a federal certificate of
release or discharge from active duty, or a similar federal document, for the purpose of
providing evidence of the employee's eligibility for time off.

(d) If an employer receives a request for time off pursuant to subsection (c), the employer shall approve or deny the request not less than ten (10) days before Veterans Day and shall notify the employee, if the request is approved, as to whether the employee will receive paid or unpaid time off.

(e) If an employer is unable to provide time off for Veterans Day for all employees who request time off pursuant to subsection (c), the employer is encouraged to minimize the number of requests denied.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.